



T'ÁÁHWÓÁJÍT'ÉEGO

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DSR Customer Graduates from UNM, Volunteers for Job

When Department for Self Reliance (DSR) Customer, Derek Echohawk came to the DSR, he was already ambitious and knew he wanted a career in computers, “Derek’s goal was to obtain his Bachelor Degree in Business Administration by May 2016,” said Loretta Guy, DSR Senior Caseworker. Derek has been a DSR Customer since May 2013.

“Derek has a good head on his shoulders. He already chose his career,” said Loretta. With his profession chosen, his next goal was to gain admission to the business school at the University of New Mexico (UNM) Gallup, “I already had my mind set on the business school at UNM, The Anderson School of Business,” said Derek.

Derek became a DSR Customer when he and his wife separated and he was awarded temporary custody of his daughter, “When I became eligible for the program, I was also going to school at the UNM Gallup. I was getting two degrees, an Associate in Pre-Business and an Associate in Liberal Arts.”

“Derek received his Associate of Arts in Pre-Business Administration and Liberal Arts in December 2012, which allowed him to get his foot in the door,” getting into the Anderson School of Management recalled Loretta.

“I was accepted by The Anderson School of Management, my concentration was in Management Information Systems,” said Derek.

“When he applied at the DSR, he was already taking classes.” Loretta explained, “He was determined not to remain on the DSR - - he just needed temporary financial support,” said Loretta.

Derek also worked at UNM’s Financial Aid Office as part of his College Work-Study to help with school expenses, Derek explained, “I was



working and going to school, and that was how I was able to make my work participation hours. I commuted every day from Burnside (AZ) to Gallup (NM) and dropped off my daughter at St. Michaels school and then picked her up on my way home from UNM.” Loretta shared that, “While on the program his daughter, Alex received a DSR award incentive for High Academic Achievement.”

“UNM offers Interactive Television Courses or ITV, lectures are broadcast live from the main campus to other UNM campuses across the state,” explained Derek. This enabled Derek to attend the business school at UNM Gallup.

“In July 2016, Derek received his Bachelor’s Degree in Business Administration with a concentration in Management Information Systems from the University of New Mexico,” said Loretta.

“Last August, I was searching for employment, I was sending applications everywhere, including the tribe, non profits; anything related to my business

degree or MIS concentration,” said Derek. “Loretta told me the DSR was working with Public Safety in placing volunteers and she referred me,” said Derek.

“Derek was placed at the Navajo Nation Division of Public Safety in the Department of Corrections Administration for about five months to gain knowledge, skills and work experience,” said Loretta.

“I think they were seeking potential recruits for the corrections office. However, they knew my background was in business and I was placed in their accounting and finance section,” said Derek. “I volunteered from August 2016, through December 2016. I went over the 24-hours per week but it was valuable experience. I did almost 40 hours a week, they liked me so much they were trying to create a temporary position for me,” said Derek.

By the end of November, his background check was completed and Derek began to receive multiple job offers, “I received many job offers, from the federal government, the BIA, one in Sacaton, several in Window Rock. Eventually, I accepted an offer where I’m currently at now,” said Derek. “I work at the Office of the Auditor General as an Associate Auditor, I started December 27, 2016.” As an auditor, Derek is able to use his business and MIS expertise, “When I came in for a job interview they asked me if I had taken any accounting classes. The business school has a well-rounded program so they accepted that. The next day they offered me the job,” said Derek. He added, “My job consists of assisting auditors with audit projects. Right now, I’m doing chapter audits.”

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SUMMER YOUTH EMPLOYMENT OPPORTUNITY

DSR to Offer Subsidized Youth Employment

The Department for Self Reliance (DSR) offered subsidized employment in the summer of 2016, for eighteen youth at the TseDaaKaan Chapter House in Hogback, NM. The Subsidized Youth Employment (SYE) participants were exposed to a variety of job related activities and work sites while under the employ of the chapter.

This year, the DSR Employment Development Section is currently recruiting employers for the SYE program to be offered this summer at each of the offices.

Youth from each field office will have the opportunity to apply for valuable work experience and if selected, receive a paycheck for their work.

The DSR offices across the Navajo Nation will be accepting youth in DSR benefit families for the subsidized youth employment opportunities in their areas.

Interested applicants must be between the ages of 14 and 17 years of age and be a member



The SYE participants work at the Farmington Humane Animal Shelter.

of an approved DSR benefit group when they submit their application. If selected, DSR Youth must remain an active benefit group throughout the duration of the employment.

Eligible DSR Youth applying for subsidized employment, must submit a completed application, and a letter of interest. Be advised, youth should have a Social Security Card – this may be requested from the employer.

In addition, all DSR Youth are required to participate in a mock interview with DSR Staff, to prepare for an actual interview with employers. All hiring decisions will be made by the employer - - the DSR is not involved in the selections.

All DSR Youth participants with one parent or their caregiver will be required to attend a mandatory orientation before placement at their job site. The orientation will focus on work related activities and prepare the youth for employment.

Parents and youth are encouraged to speak with their Senior Caseworker for more information.



The first SYE participants are listening as staff discuss the procedures of obtaining supplies at the Farmington Police Department.

IN THIS ISSUE

DSR TO OFFER SUBSIDIZED YOUTH EMPLOYMENT

youth

DSR SEEKS EDUCATIONAL INSTITUTIONS THAT GO BEYOND THE CLASSROOM TO ACHIEVE STUDENT SUCCESS

career

DSR COMPLETES FIRST SUBSIDIZED EMPLOYMENT PROJECT FOR THEIR CUSTOMERS

collaboration

VIDEO CONFERENCING

technology

TUBA CITY DSR PROMOTES CHILD & PASSENGER SAFETY

wellness

The Department for Self Reliance (DSR) has been expanding the subsidized employment program to for adult DSR Customers to be available at all of the DSR offices.

Subsidized employment is a work experience program where the DSR and an employer collaborate and enter into an agreement where an organization hires and trains the DSR Customers, of their choosing, who have little or no work experience or have been out of the job market for an extended period. In return, the DSR will reimburse the entire cost of the hired DSR Customer's wages to the employer for six months of employment.

Employers to complete the DSR's first subsidized adult employment project are Utah Navajo Health System (UNHS) in Monument Valley, UT; and Bááhááli Chapter House in Breadsprings, NM.

DSR Customer, Shondinna Bowsley was offered employment with Utah Navajo Health Systems (UNHS), in Monument Valley, UT. Shondinna worked in the medical records department where she was responsible for organizing, scanning and archiving patient records.



Susan Hendy, Medical Records Supervisor and Molina Benally, Medical Records Technician recognize Shondinna for her work, she is seated by her mother.

"This was Shondinna's very first work experience. From the beginning until now, Shondinna works fairly independently. She is consistent, accountable and arrives early to work. She takes the opportunity to reach out and learn more from others, and that is very positive for her first work experience," stated her supervisor, Susan Hendy, RN.

Shondinna shared, "this experience has helped me a lot. In more ways than I can list. I went from no work history to being

where I am now. I was never a morning person, but my job was exciting. I was excited to come to work. I met a lot of different people who are friendly, nice and a lot of fun to be around."



Principal Caseworker, Betty Donald poses with DSR Customer Shondinna Bowsley at a small celebration Kayenta staff held to recognize Shondinna's completion of the SAE.



DSR Customers Eric House, Karen Smith and Ivone Bahe pose with Gloria Skeet, Bááhááli Chapter Manager.

Bááhááli Chapter Manager, Gloria Skeet interviewed several Customers and chose to employ Eric House as the Assistant Cook and Driver for the Senior Center, Ivone Bahe as the Activities Coordinator for the Senior Center and Karen Smith as the Chapter's Project Assistant.

Karen was in debt with UNM and could not continue her education. She needed to pay off her fees to get back into UNM's Business Administration program. Karen expressed that she was very excited to hear about the employment opportunity, "I knew I could good training with Bááhááli Chapter because they offered something I am going into with Business Administration and I could pay UNM and finish school."

When Ivone applied for the Activities Coordinator position, she used her experience from volunteering at her children's elementary school in Church Rock, New Mexico to impress Gloria

during her interview and got the job.

Although Eric was unable to complete his six-month employment, Gloria described Eric as a hard worker who was engaged with his job. She was thankful for the time he was able to provide the Senior Center.

Gloria had this advice to share with Customers who are interested in subsidized employment, "I believe that if you want to achieve self-sufficiency you have to have a job, and when you have a job, no matter what kind of job it is, it requires discipline and skill." You can learn the skill on the job, go to college or take vocational training. An individual has to put a lot into learning a new skill and taking advantage of any job opportunity, even if it's just for six months. While you are on the job, don't sit, wait and depend on others to tell you what needs to be done. If you don't know what your job is about or why it is important, learn about it. Go online and research it. It takes discipline to educate yourself, advised Gloria.

"As a supervisor, it is very stressful when your staff have idle time. When someone has initiative, those are the ones you want to keep because they don't idle. Those who wait to be told are more challenging to work with," stated Gloria.

Although employers, UNHS and Bááhááli Chapter House successfully hired and trained the DSR Customers, they are under no obligation to hire them permanently. Both organizations have expressed their interest in resuming their partnership with the DSR and wish to initiate another agreement to employ more DSR Customers.

Currently, Little Colorado River Watershed Chapters Association (LCRWCA) based out of Lupton, AZ is currently recruiting DSR Customers for hire as Crew Members. LCRWCA is currently the DSR's only subsidized employer actively recruiting Customers to hire.

For more information in regards to applying for subsidized employment contact your assigned Senior/Principal Caseworker.

The Department for Self Reliance's (DSR) Employment Development Specialists' are determined to partner with educational institutions that go well beyond the classroom to ensure that their students succeed.

If an educational institution knows their students by name, has a high graduation rate along with a high success rate in job placement then the DSR will be knocking at their doors.

Integrated Health Solutions, Inc. (IHSI) located in Farmington, NM and Utah State University (USU) Eastern located in Blanding, UT have built their programs to produce student success. The DSR has developed a partnership with both these institutions to begin enrolling Customers.

According to IHSI's Nurse's Aide Training Program's Annual Report for the year 2016, they achieved a 100% graduation rate with all of their students passing the State Nursing Assistant Certification Examination. All students who have completed the program in 2016 have reported their employment at a health care facility.

To assist students with employment after graduation, IHSI will invite local healthcare entities and nursing homes to the school to recruit students. At these recruitment drives, employers promote themselves in hopes of attracting these newly certified Nurse's Aides to apply with them. Employers will also go as far as inviting the students to their work sites to help with their recruitment.

Susan King, RN, BSN, and IHSI Program Director expressed that they remain in contact with all their students up to a year after their completion, "we will keep in touch with students, give them advice and guidance when they need it. We don't just train our students and then leave them out there on their own."

The USU Eastern Heavy Equipment and Trucking program have a 90% completion rate. Overall USU Eastern has an 84% student success rate which is fourth in the nation as reported in the article, "How Does Your Community College Stack Up?" by the CNN Money Magazine.



Justin Bergman, Trucking Instructor and Director at USUE-B gives a tour of the Heavy Equipment and Trucking school to the DSR EDS Staff.

"Seventy percent of our students are Navajo, and seventy-eight percent of our graduates are Navajo, in other words, our Navajo students are graduating at a better rate than our non-Native students," stated Garth Wilson, Associate Vice Chancellor at USU Eastern.

Justin Bergman, Director of Professional Career and Technical Education and Trucking Instructor often speaks of the trend in employers reporting that they are in need for skilled workers, not managers. This trend is what pushes him and USU Eastern to establish programs that will develop students into skilled, certified, licensed workers and into the workforce upon completion, which is an ideal opportunity for the DSR's Customers.



Justin shows the EDS Staff the facilities used by the trucking and heavy equipment students.

DSR Customers are not the typical college student, entering college fresh out of high school; they have families, bills, and responsibilities. They are parents who need to support their children today, not tomorrow. They do not need programs that are lengthy, like the common two-year or four-year degree programs, they need to become trained and certified to start earning wages as soon as possible to support their families.

USU Eastern students learn the skills and receive the necessary education needed to get right to work with a certificate training.

After earning their certificate, students have the option to continue their education and obtain their associate's degree, which paves the way to earning a bachelor's degree. "It all depends on how far they want to take their career. We help get them into the industry to start making a living, but we also keep the door open for them if they want to further their career and get into management positions," explained Justin.



USUE-B Students hone their skills on the heavy equipment simulators. The simulators save money and give the students accurate assessments on their work.



USUE-B Instructor, Brad Stevens guides EDS Natanya Tsosie as she tries out the heavy equipment simulator.

DSR Customers from all office locations have the opportunity to enroll in these institutions. The DSR will pay all registration fees, tuition, books, equipment and uniform costs. The Customer will agree to complete the training, or they must pay back the DSR at a prorated amount if they decide to drop-out of the courses.

For more information on how to enroll, or for information on other certification /education opportunities, please contact your assigned Senior/ Principal Caseworker.

Improved technology connects all DSR offices across the Navajo Nation with just a click!

Video conferencing is making it possible to be at two places at once without having to leave the office. It is a part of the technology infrastructure that has been in development for over a year with DSR Contractor, Eaglesun Systems, Inc

It has taken many years to plan, establish and implement the Department for Self Reliance's (DSR) IT infrastructure.

DSR employees can communicate, engage and interact with each other across distances in real-time without having to travel. Customers will have access to education, employment opportunities and job training offered through video conferencing at any DSR office location.



DSR Staff communicate through video conference to cut travel time and costs.

The DSR envisioned having staff meetings and training with all DSR office locations across the nation all at once to allow for staff to share knowledge of new projects faster to reduce the travel and training time required to bring new services to Customers.

When sharing information is done blindly, like over the phone or through email, it is impossible to tell if the other person is truly giving their attention or understanding what is being communicated. Facial expressions and body language is key when sharing and understanding new information.

The DSR is hopeful that communicating with this real-time technology will develop and reinforce positive relationships among both Customers and staff. It gives people an opportunity to interact with people they may never get to meet and to receive information they may never have been able to access in their communities.

On February 27, the Department for Self Reliance (DSR) Tuba City office held a Child & Passenger Safety training by Rhoquel De La Rosa, Department of Highway Safety, Safety Technician with the Navajo Division of Transportation (NDOT). Rhoquel presented to DSR Customers on motor vehicle laws, including DUI, weather conditions, school bus safety, and work-zone safety. She provided answers on distracted driving, seat belt laws, emergency vehicles, and child safety seats as they affect the Navajo Nation significantly.

"Distracted driving is when the driver is distracted either cognitively, visually or manually," defined Rhoquel.

"When you are cognitively distracted, your mind isn't focused on what you are doing. If you are visually distracted, you are looking away from the road and when you are manually distracted, you take one or more hands off the wheel," said Rhoquel, she added, "All three areas are affected when you are texting and driving. If you are going to text, pull over to the side of the road."

The Navajo Nation Motor Vehicle Code (NNMVC) addresses mobile phones and driving, "A person shall not drive a motor vehicle while using a wireless mobile telephone to engage in a call unless that wireless mobile telephone is specifically designed and configured to allow hands-free listening and talking, and is used exclusively in that manner while driving." The law also covers texting and driving, "A person shall not drive a motor vehicle while using a wireless mobile telephone to create, send or read text messages despite hands-free capability."

Rhoquel defined the primary and secondary seat belt laws, the Navajo Nation has a primary seat belt law, which states, a law enforcement officer may ticket a driver or passenger for not wearing a seat belt, without any other traffic offense occurring. While the state of Arizona has a secondary seat belt law, which states, a law enforcement officer may issue a ticket for not wearing a seat belt but only when another citable traffic infraction occurs first.

Rhoquel is certified in child car seat installation, "There are four types of car seats, rear-facing and forward-facing car seats, booster seats and the seat belt

that is in your car." Rhoquel continued, "Since all cars, seats and children are different, drivers should refer to their state laws, car seat instructions and the vehicle manufacturer's handbook. Then select a car seat based on your child's age and size."

STAGE 1 REAR -FACING SEAT	Use until child outgrows car seat weight and height limit			
STAGE 2 FORWARD-FACING SEATS		Use until child outgrows car seat weight and height limit		
STAGE 3 BOOSTER SEATS			Use until child outgrows car seat weight and height limit	
STAGE 4 SEAT BELTS				Always use a seat belt

Birth to 12 years of age and less than 4'9"

Recommendations from birth through childhood. Children should always be restrained while riding in a car with an appropriate car seat.

Rhoquel shared with the group, information not widely known, "Child car seats have expiration dates on the bottom of the seat and should be replaced if they are expired." In addition, she said, "Do not buy car seats or secondary seat covers from flea markets. Secondary market car seat covers from the flea market have not been tested, are not approved and are not safe."

Other guidelines Rhoquel recommended include, register the car seat in case of a recall and make sure car seats are labeled. The labels should indicate conformity to Federal Safety Standards and the label should also specify the manufacturer's recommendations for minimum and maximum weight and height of the child.

To ensure your child's safety, keep your child in a car seat for as long as possible, then switch to a booster seat as the child grows. For vehicles with airbags, read your vehicle's manufacturer's instructions on airbag safety with regard to your child's age. If the vehicle does not have a rear seat, then the child may ride in front seat with the passenger air bag deactivated.

The NNMVC Child Passenger



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CONT. TUBA CITY DSR PROMOTES/page 5

Restraint Amendment Act of 2008, states, “Any parent, guardian or custodian of an infant, child, or youth under the age of 12 years and less than 4’9”, when transporting the child in a non-commercial motor vehicle operated on any highway of the Navajo Nation, shall properly secure the child in a child passenger restraint system.”

The NNMVC also states that children less than one year of age should be in rear-facing car seat in the rear seat. For children, one through four years of age, or weigh less than forty pounds, they should be secured in car seat appropriate for their age and size. And for children, five through twelve years of age or weigh less than sixty pounds, they should be secured in a booster seat or seat belt. All car seats should meet federal safety standards.

Certified technicians with NDOT and the Injury Prevention Program offices are available to give training in highway and car seat safety to DSR parents or caregivers.

For more information visit NDOT at navajodot.org or call (505) 371-8300.

CONT. DSR CUSTOMER GRADUATES/page 1

“My caseworker, Loretta and I developed a rapport. I understood what my responsibilities were to the program and that I had to submit the MURs, time sheets, and any supporting documents that’s required monthly. I didn’t have any problems with the requirements, I was always on time with my documents,” said Derek.

Derek found that the DSR’s services supported his goals and working with his Senior Caseworker was a great experience, “Loretta was very supportive; I would tell her my plans about school. When I graduated, I’d ask her questions like, does this officially end my program? ‘No,’ she’d say, ‘Once you start earning income that’s when we’ll re-evaluate your eligibility.’”

“By February of this year, I officially closed my case,” said Derek. “The Self Reliance helped me stay focused, concentrate on school, I’m very fortunate, grateful and appreciative, thank you.”

Save the Date!

2017 YOUTH WORKSHOP

WORKSHOPS FOR PARENTS & YOUTH

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JUNE 8 & 9

8:00AM - 4:00PM

SEE YOUR SENIOR CASEWORKER FOR MORE INFORMATION